



al harub
medical centre

Organisational Psychology Workshops



+968 24600750
+968 24271789



info@alharubmedical.com



<https://alharubmedical.com/>

Table of Contents

Introduction

1. About Al Harub Medical Centre
2. Our Team
3. Our Services

Corporate Needs Assessment

1. Surveys
2. Focus groups

Workshops & Trainings at AHMC

1. Workplace Mental Health

- 1.1 Mental Health Training for Management
- 1.2 Mental Welfare Champions Training Program
- 1.3 Corporate Wellness Retreat

2. Employee Personal Development

- 2.1 Assertiveness Training Program
- 2.2 Stress Management
- 2.3 Resilience Training
- 2.4 Mindfulness
- 2.5 Procrastination
- 2.6 Digital Detox
- 2.7 Psychological Flexibility

3. Family Wellbeing

- 3.1 Conscious Parenting Program
(Parents of kids from 0 years - 12 years old)

Conclusion

1. Feedback from Previous Workshops
2. Contact Details

INTRODUCTION

ABOUT Al Harub Medical Centre

AHMC is an Omani owned small and medium enterprise. We have branched out of Harub Dental Surgery (HDS) which was founded in 1977 by Dr. Harub Al-Kharusi.

In 2001, Dr. Harub founded AHMC which included medical & dental services. Eight years later, the first private out-patient Mental Health services were introduced within AHMC.

In 2007, the first out-patient mental health services were introduced within AHMC.

In 2024, AHMC has extended their growth and opened a second branch located in Mawaleh.

AHMC believes that absolute well-being results from an optimal balance between the body and the mind.



INTRODUCTION: OUR TEAM

At AHMC, we believe in integrated health practices and are thus equipped with multidisciplinary specialists with international training and practices. In order to support the vision of the proposed OHM, we are equipped with specialists in the field of mental health as well as physical well-being.



Nutaila Al Kharusi

Managing Director,
Psychotherapist



Roopa McCall

Practice Manager
Psychotherapist



Hazar Al Zadjali

Mental Wellness &
Entrepreneurship Consultant



Reinilda Dernison

Neuro-Health
Psychologist



Dr. Hamed Al Sinawi

Senior Consultant Psychiatrist
Old Age Specialist



Dr. Nawal A AMuhayjri

Consultant Psychiatrist



Dr. Mohammed Al Alawi

Consultant Psychiatrist



Dr. Rodger Martin

Senior Consultant Psychiatrist



Dr. Yahya Al Kalbani

Child and Adolescent Psychiatrist



Dr. Aamal Ambusaidi

Senior Consultant Psychiatrist



Vanessa Sequeira

Educational Psychologist



Lara Al Hibri

Clinical Psychologist



+968 24600750
+968 24271789



info@alharubmedical.com



<https://alharubmedical.com/>

INTRODUCTION: OUR TEAM



Hawra Al Lawati
Psychotherapist



Falah Al Lawati
Family Counsellor



Dr. Sunayana Nandagopal
Health Psychologist



Janet Nel
Counselling Psychologist



Laura Nofal
Art Psychotherapist



Ibtisam Al Busaidi
Psychotherapist



Ebtihal Al Lawati
Psychotherapist &
Occupational Therapist



Sara Al Lawati
Psychotherapist



Fakhita Al Lawati
Psychotherapist



Majid Al Sheikh
Psychotherapist



Dr. Maryam Al Akhzami
Behaviour Analyst



Lujaina Al Subhi
ABA Therapist



Maryam Al Omari
Speech & Language Pathologist



Arabella Prowle
Speech and Language Therapist



Pristine Sara George
Speech and Language Therapist



Shahla Al Khaboori
Speech and Language Therapist

INTRODUCTION: OUR TEAM



Dr. Erum Javed Brohi
Physiotherapist



Dr. Nazir Tarafdar
Physiotherapist



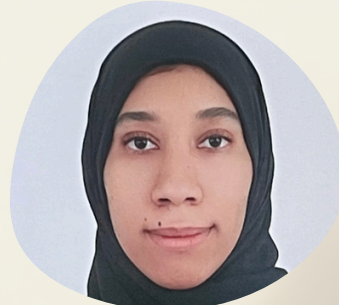
INTRODUCTION: OUR ADMIN TEAM



Jithin Sreelayam
Financial Analyst



Israa Jalal
Receptionist



Maryam Al Ghannami
Receptionist



Nooraaqthar Muhammedali
Behavioural Health Liaison



Samah Al Maawali
Social Media Content Designer



Regina Santos
Admin Assistant



INTRODUCTION: OUR SERVICES

1 Mental well-being services

- Psychological Counselling
- Psychiatric Counselling
- Occupational Therapy
- Educational Therapy
- Speech and Language Therapy
- Art Psychotherapy

2 Mental health assessments

- Occupational Health Assessment
- Personality and Mood Assessment
- Neuropsychiatric Profile Assessment
- IQ and executive functioning Assessment
- Educational and Development Battery Assessment

3 Physical well-being services

- Acupressure
- Chiropractic Services

4 Workshops and Training Programs

- Workplace Mental Health
- Employee Personal Development
- Family Wellbeing



Corporate Needs Assessments

Purpose:

- Collect comprehensive feedback from employees.
- Identify strengths and areas for improvement within the organization.
- Foster a culture of open communication and continuous improvement.

Key Features:

- Anonymous Surveys: Ensures honest feedback from employees, promoting transparency and trust.
- Focus Groups: Facilitates in-depth discussions on specific issues, providing nuanced insights.
- Actionable Insights: Delivers data-driven recommendations to guide strategic decisions and foster organizational growth.

Benefits

- **Improved Employee Engagement and Satisfaction**: Encourages a more motivated and content workforce.
- **Enhanced Organizational Performance**: Drives better overall performance through targeted improvements.
- **Data-Driven Approach**: Employs empirical data to address concerns and implement effective changes.

*Surveys & focus groups can be tailored and edited to meet the needs of the organisation.



FOCUS GROUPS AND SURVEYS

Focus groups and surveys are essential tools in understanding and improving mental health in the workplace. Focus groups involve a small, diverse group of individuals who **engage in guided discussions to provide in-depth insights into their experiences and perceptions regarding mental health.** These discussions help **identify common issues, gather qualitative data, and generate ideas for interventions.**

Surveys, on the other hand, are **structured questionnaires distributed to a larger population within an organization.** They are used to **collect quantitative data on various aspects of organizational behavior, including employee satisfaction, stress levels, and overall mental health climate.** Both focus groups and surveys are vital for assessing the current state of mental health, identifying areas for improvement, and developing targeted strategies to foster a supportive and healthy work environment.



Workshops & Trainings at AHMC

Our workshops and training programs are uniquely designed by local mental health experts to address the specific needs of the workforce in Oman. This distinct approach sets us apart, as we tailor our offerings to suit any industry in the region. Our programs range from brief 90-minute sessions to more comprehensive training that spans two to three days, all of which can be customized to meet the specific requirements of any company. Additionally, our innovative retreat provides a creative outreach opportunity to educate employees in Oman about mental health. Grounded in extensive research from Oman and the Middle East, our programs are specifically catered to this population.

To discuss more about our workshops and training, please contact our administrative team at info@alharubmedical.com or marketing@alharubmedical.com



WORKPLACE MENTAL HEALTH

1.1 MENTAL HEALTH TRAINING FOR MANAGEMENT

This **1-day course** is developed for the **Management and Executives of the workforce** in the Sultanate of Oman. This interactive and practical course engages the workforce in **leadership roles** to understand the importance of mental health at the workplace and what they can do to create a mental health friendly work culture in their organisation.

The course would introduce participants to **practical skills to enable a wholesome and welfare-based environment to improve health, well-being and overall productivity among staff and employees**. This course has been developed by Behavioral Specialists for the workforce in the Sultanate of Oman and has its grounding in evidence-based published research. The content of this training program utilizes cultural and socially relevant practical material to enable the learning of **new skillset among the Management and Executives** that reside and work in the Omani community.

The course covers the following topics:

- a. Mental Health in the Omani Workplace
- b. Role of the Management in enabling Mental Health in the Workplace: The ABCD's
- c. Creation of Psychological Safety in the Workplace: Research-based Philosophy of Management
- d. Recognising and Identifying Red Flags: What does Mental Illness look like at Work?
- e. Addressing Stigma and Encouraging Healthy Alternatives
- f. Check-in with Yourself: Practical Skills to ensure one's own Mental Health
- g. Training Welfare Champions
- h. Bringing it all Together

At the End of the Workshop, all participants receive:

- a. **Workbook covering all the slides in the course**
- b. **Certificate of attendance**
- c. **Access to trained and licenced international and local behavioural specialists at Al-Harub Medical Centre**

For Booking:

The Training Course is available both Online and Face-to-Face.

Available in English, Arabic and Urdu Language, upon request.
Venue and Snacks to be organised by the Organisation.

Number of Participants: Minimum 15

*Terms and Conditions Apply

*Workshop can be tailored and edited to meet the needs of the organisation.



+968 24600750
+968 24271789



info@alharubmedical.com



<https://alharubmedical.com/>

WORKPLACE MENTAL HEALTH

1.2 MENTAL WELFARE CHAMPIONS TRAINING PROGRAM

This **2-day Training Program** focuses on **building Mental Welfare Champions across departments and teams within Omani organizations**. Mental Welfare Champions are symbolic of the organization's commitment to employee wellbeing and mental health. This course would train the participants to **develop the confidence and skill to offer basic Psychological First Aid and Support to colleagues and effectively signpost them to professional help available in the region.**



The course covers the following topics:

- Who are Mental Welfare Champions? What do they do?
- Learning about the Mental Health Continuum Model
- Mental Health among Workforce in Oman
- Addressing and Understanding Stigma and Challenging Myths
- Role of Mental Welfare Champions in the Workplace
- Skills of Mental Welfare Champions in enabling Psychological Safety
- Identifying and Addressing Mental Illness or Crisis in the Workplace
- Managing Difficult Conversations with unconditional positive regard, identifying and setting boundaries and value for ethics

At the End of the Workshop, all participants receive:

- Workbook covering all the slides in the course**
- Certificate of attendance**
- Access to trained and licenced international and local behavioural specialists at Al-Harub Medical Centre**

For Booking:

The Training Course is available both Online and Face-to-Face.

Available in English, Arabic and Urdu Language, upon request.
Venue and Snacks to be organised by the Organisation.

Number of Participants: Minimum 15

*Terms and Conditions Apply

*Workshop can be tailored and edited to meet the needs of the organisation.

WORKPLACE MENTAL HEALTH

1.3 Corporate Wellness Retreat

A transformative journey designed to enhance workplace dynamics and personal growth. This retreat is structured into three distinct sessions, each focusing on essential themes to empower individuals and teams within organizational settings.

Suitable For:

This retreat is ideal for professionals at all levels who are committed to improving their workplace environment and personal well-being. Whether you're a team leader looking to enhance collaboration or an individual seeking to refine personal growth strategies, this retreat offers valuable insights and practical tools.

Throughout this retreat, our objectives are clear:

- **Theme 1: Team Building:** Foster trust, collaboration, assertive communication, and constructive conflict resolution within teams.
- **Theme 2: Well-being at Work / Positive Psychology:** Recognize and manage stress, embrace accountability, and uphold professionalism in all interactions.
- **Theme 3: Personal Growth:** Prioritize self-care, focus on personal control and boundaries, commit to ongoing learning, and cultivate self-awareness.

By the end of this retreat, participants will:

- Strengthen interpersonal relationships and team cohesion.
- Develop practical skills in communication, conflict resolution, and stress management.
- Gain insights into personal growth strategies for enhanced well-being and professional development.



*Workshop can be tailored and edited to meet the needs of the organisation.



Employee Personal Development

2.1 ASSERTIVENESS TRAINING

Assertiveness is a key skill that can help you to better manage yourself, people and situations. It can help you to influence others in order to gain acceptance, agreement or behavior change. This training is designed to **help people stand up for themselves in order to empower themselves**. It trains you to be an assertive person who not only protects their own boundaries but also does it with respect and compassion.

This is a two-day training program.

The course covers the following topics:

- a. What is Assertiveness?
- b. The three basic interpersonal styles- Passive, Aggressive & Assertive
- c. Ways to be assertive.
- d. Improving self-esteem.
- e. The relationship between self-esteem and assertiveness
- f. Ways to build your self-esteem.
- g. How is assertiveness linked to boundaries?
- h. How can we set personal boundaries?
- i. Advantages of healthy boundaries.
- j. Ways to communicate your boundaries.
- k. Self-Awareness- What is it and how is it the foundation of assertiveness?
- l. Body Language- What does it mean to have an assertive body-language?
- m. Verbal Skills- 4 essential steps to assertive communication.



At the End of the Workshop, all participants receive:

- a. Workbook covering all the slides in the course**
- b. Certificate of attendance**
- c. Access to trained and licenced international and local behavioural specialists at Al-Harub Medical Centre**

For Booking:

The Training Course is available both Online and Face-to-Face.

Available in English, Arabic and Urdu Language, upon request.
Venue and Snacks to be organised by the Organisation.

Number of Participants: Minimum 15

*Terms and Conditions Apply

*Workshop can be tailored and edited to meet the needs of the organisation.



+968 24600750
+968 24271789



info@alharubmedical.com



<https://alharubmedical.com/>

PERSONAL DEVELOPMENT

2.2 STRESS MANAGEMENT

Empower your team to **regain control, gain highly effective techniques to reduce workplace stress and to start succeeding under pressure.** As you are aware all employees experience stressful times at work and failure to manage stress in the workplace can result in higher depression levels, increased absence rates and a drop in performance. Organisations who address staff well-being and work-related stress experience an improvement in employee happiness and job-related performance.

Our **one-hour stress management session** teaches employees to **identify signs of stress, burnout, and mental health difficulties in themselves and their employees.** It also **provides them with the skills needed to offer support when an employee is experiencing stress.**

2.3 RESILIENCE TRAINING

Resilience is how well we **adapt to things like change, trauma, threats, and stress.** Any **sort of challenge or obstacle requires us to be resilient as we cope or adapt to them in healthy ways.**

Resilience training is a process that teaches people how to adapt to difficult situations. It teaches **resilience skills to evaluate the challenges and problem-solve with a focused mind and plenty of mental agility.** Building resilience in today's workplace is vital. It empowers employees to survive routine setbacks. It helps them to deal positively with stress and to overcome challenges. Resilience can also help to set the morale of a workplace. Here are few ways resilience training can have a positive impact on your organisation's work culture.

- It gives your team a healthy way to cope with stress and ambiguity
- It provides a sense of control when things go haywire
- It promotes employee well-being
- It increases productivity and performance
- It improves relationships between employees
- It cultivates job satisfaction



PERSONAL DEVELOPMENT

2.4 MINDFULNESS

Mindfulness refers to the **idea of being fully present in the moment and paying attention to what you're doing, thinking, and feeling as it happens, without being judgmental of it.** It includes taking an objective look at the present moment to reduce overwhelming feelings and simply observe a situation without any extreme reactions. Being mindful in the moment can help de-escalate a situation or bring something stressful into perspective.

Our **one-hour mindfulness session** can **help employees better manage stress levels**, which can improve productivity and morale, thus leading to higher job satisfaction.

- This type of training can help employees be more engaged, resilient, and self-aware.
- Mindfulness can improve focus and decision-making skills.
- It can help bring out innovative ideas and creativity.
- It can lead to fewer absences if people are able to better manage stress.
- Mindfulness can even help reduce conflict in the workplace and improve communication among coworkers.
- It can help increase employees' empathy toward others.
- It can also help employees better adapt to changes at work.



PERSONAL DEVELOPMENT

2.5 PROCRASTINATION

Empower your team to overcome procrastination and unlock their full potential with highly effective techniques designed to boost productivity and motivation. As you are aware, procrastination can lead to missed deadlines, increased stress, and a decline in overall performance. Organizations that address procrastination and encourage efficient work habits see significant improvements in employee output and job satisfaction.

Our one-hour procrastination awareness session teaches employees to identify the root causes of procrastination and recognize its impact on their work and well-being. The session provides practical strategies to overcome procrastination, develop better time management skills, and stay motivated.

2.6 DIGITAL DETOX

Empower your team to achieve a healthier work-life balance and improve productivity with our highly effective Digital Detox session. In today's fast-paced digital world, constant connectivity can lead to burnout, decreased focus, and a decline in overall well-being. Organizations that promote digital well-being and encourage regular breaks from technology see improvements in employee mental health and job performance. Digital Detox session teaches employees to recognize the signs of digital overload and its impact on their mental and physical health.

2.7 PSYCHOLOGICAL FLEXIBILITY

Psychological flexibility is the ability to adapt to changing circumstances and handle difficult thoughts and emotions while staying aligned with personal values and goals. This skill is essential for navigating life's challenges effectively.

Our Psychological Flexibility Awareness Session teaches employees to develop this capability. The session provides tools to manage stress, adapt to change, and maintain focus on goals. Enhancing psychological flexibility in the workplace empowers employees to handle stress, stay engaged, and improve overall performance. By fostering a more adaptable and resilient workforce, your organization can create a positive and supportive work environment.

Family Wellbeing

3.1 Conscious Parenting Program

This **2-day course** is designed for **parents/caregivers** of children between zero to twelve years old. This program aims to **equip parents/caregivers with new strategies and ideas** that could enhance their relationship with their children. It will also allow them to **gain confidence in raising their children competently**.

The content for this training program is based on evidence-based material consolidated from highly regarded books such as "The Whole-Brain Child" and the "Power of Showing-up" by experts Siegel & Bryson.



The course covers the following topics:

- Describing parenting
- What does showing up really mean?
- The ultimate goal of parenting: Secure attachment.
- What are attachment styles? What are the 4 attachment styles?
- The strange situation experiment.
- How can we form a connection with our children? Still-face experiment.
- Activities to develop connection with kids.
- Parenting Styles & its effects.
- Strategies for showing up the right way:
- Survive vs. Thrive (dissecting scenarios)
- Whole-brain perspective
- How can we help behaviorally challenging children?
- What are the options to deal with unsolved problems?

At the End of the Workshop, all participants receive:

- Workbook covering all the slides in the course**
- Certificate of attendance**
- Access to trained and licenced international and local behavioural specialists at Al-Harub Medical Centre**

For Booking:

The Training Course is available both Online and Face-to-Face.

Available in English, Arabic and Urdu Language, upon request.
Venue and Snacks to be organised by the Organisation.

Number of Participants: Minimum 15

*Terms and Conditions Apply

*Workshop can be tailored and edited to meet the needs of the organisation.

Feedback from Previous Workshops

Feedback from Participants

"The training met my expectation & I am so satisfied about the whole presentation....I am confident to try some skills in my workplace & personal life!"

"The facilitator was very engaging & had vast knowledge.. useful examples."

"Very informative session....very friendly approach from the facilitator!"

"The workshop was amazing, informative & exciting.. we learnt a lot..."

"Very important course.... provided me with excellent skills...."

"Excellent Engagement ...Thank you for the exercises and experiences from the presenter"

For further information on running an AHMC event at your organisation or regarding AHMC policies on AHMC Corporate Social Responsibility, please contact us at 24600750/or +968 91705886/ info@alharubmedical.com .



CONTACT INFORMATION

Social Media Platforms



LinkedIn

Al Harub Medical Centre



WhatsApp

Shatti Al Qurum

+968 91705886

Mawaleh

+968 71500095



Instagram

@alharubmedical.center



For further information on running an AHMC event at your organisation or regarding AHMC policies on AHMC Corporate Social Responsibility, please contact us at 24600750/or +968 91705886/ info@alharubmedical.com



+968 24600750
+968 24271789



info@alharubmedical.com



<https://alharubmedical.com/>